

Job Posting Analytics Methodology

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The job postings data on iowalmi.gov comes from Iowa Workforce Development's IowaJobs bank (www.iowajobs.org). Job orders on IowaJobs are either entered directly by IWD staff or employers on the site or brought in from one of over 1,400 indexed employer websites. The job postings are pulled, aggregated, and updated monthly around the beginning of the month.

While there are many postings for jobs outside of Iowa within the IowaJobs bank, those are removed for the purposes of this data. This is accomplished by filtering out all postings with a non-Iowa ZIP code. For those postings that did not have a valid ZIP code, the city and state fields were used to remove those that were clearly for jobs outside of Iowa.

In order to remove duplicate job postings, orders with identical job titles and employer names that were entered on the same day for the same ZIP code were identified. Of those, all duplicate postings that listed more than one opening were removed from the data. Postings that list only one opening are only removed if there are more than five duplicates (duplicates are removed until only five duplicated postings remain). The reasoning behind leaving any duplicate postings with one opening in the data is that it is possible the employer had more than one position open and they chose to make more than one posting instead of one posting with multiple openings listed.

In the data, two different metrics are reported:

- **Postings** - This measure should be interpreted as the total number of job orders that were active on IowaJobs at some point within the month being analyzed. If an employer posts an order for a job, closes the order, and then opens another order for the same job in the same month, both of those orders will be counted.
- **Openings** - This measure should be interpreted as the total number of job openings listed on an order that were active at some point within the month being analyzed. Note this is the number of openings, so if a job order lists more than one opening, all openings are counted.